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26 November 1951

TO: Assistant Deputy Director for Administration  
FOR: Senior Review Committee  
FROM: Task Force  
SUBJECT: Hazardous Duty Pay

1. The mission of CIA is of a nature which requires its staff employees and staff agents to be exposed to some personal danger as a part of their regular positions. There are, however, activities necessary to the fulfillment of the Agency mission which require individuals in some positions to expose themselves to more than the ordinary risk.

2. The principle is recognized that persons who are exposed to more than the ordinary risk are entitled to additional compensation. This regulation establishes provision for payment of a salary differential, to be known as Hazardous Duty Pay, to those staff employees and staff agents who perform duties under conditions which are extraordinarily hazardous causing them to be exposed to direct personal peril.

3. There shall be established a Hazardous Duty Pay Board authorized to set Agency standards and prescribe procedures for the payment of Hazardous Duty Pay. The Board shall examine conditions under which duty is performed by staff employees and staff agents to determine if the hazards involved are of a sufficiently extraordinary nature to warrant the payment of additional compensation in the form of Hazardous Duty Pay. The Board shall consist of the following members:

~~Assistant Deputy Director~~  
~~for Administration (Special)~~

Assistant Director, Personnel

~~Chairman~~

~~Member~~ *Chairman*

Comptroller

Member

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government agencies in determining amounts and methods for payment of Agency personnel performing comparable functions.

10. The Board shall determine standards for the payment of Hazardous Duty Pay to employees and agents while in a training status and after assignment.

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